

# **AGREEMENT**

**BETWEEN**

**THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM**

**AND**

**THE MENDHAM BOROUGH EDUCATION ASSOCIATION**

**For the Period**  
**July 1, 2016 — June 30, 2021**

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**PREAMBLE**

**THIS AGREEMENT**, made July 1, 2018 between:

THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM IN THE COUNTY OF MORRIS, NEW JERSEY, a body corporate of the State of New Jersey, hereinafter called the BOARD; and

THE MENDHAM BOROUGH EDUCATION ASSOCIATION, the representative for collective negotiations concerning terms and conditions of employment for all teaching personnel under the contract, including Teachers, Librarians, Psychologists, Social Workers and Learning Consultants of the Mendham Borough Schools and specifically excluding all Administrators, Clerical, Custodial/Maintenance, Aides, Teaching Assistants and all other support staff, hereinafter called the ASSOCIATION, and whose members are hereinafter referred to as TEACHERS.

WITNESSETH:

WHEREAS, this Agreement is subject to the provisions of *N.J.S.A. 34:13A-1 et seq.*; and

WHEREAS, the BOARD and ASSOCIATION, in accordance with *N.J.S.A. 34:13A-1 et seq.*, have met and negotiated in good faith the terms and conditions of employment of the teachers in the Borough of Mendham; and

WHEREAS, as a result of the aforesaid negotiations, be it

RESOLVED, that the following provisions hereinafter set forth have been agreed upon:

**ARTICLE I**  
**SALARY SCHEDULE**

- A. 1. The Board and the Association hereby agree to apply an increase of 2.8% (inclusive of increment) of the 2015-2016 salary base to create a 2016-17 salary guide, to apply an increase of 2.8% of the 2016-17 salary base to create a 2017-18 guide, to apply an increase of 2.8% (inclusive of increment) of the 2017-18 salary base to create a 2018-19 salary guide, to apply an increase of 3.25% of the 2018-19 salary base to create a 2019-20 salary guide, to apply an increase of 3.25% of the 2019-20 salary base to create a 2020-21 salary guide. It is understood that these are aggregate amounts and do not reflect actual salary increases for individual staff members. The salaries for all unit members for the 2016-17, 2017-18, 2018-19, 2019-20, and 2020-21 school years are set forth on Schedules "A-1," "A-2", "A-3", "A-4", and "A-5" attached to and made a part of this Agreement. For the duration of this Agreement, all salary increases shall be retroactive to their annual effective dates, including employees who have retired but excluding employees who have voluntarily resigned from the District.
2. Longevity shall be defined as continuous service in the Mendham Borough School System. Continuous service shall be defined as years of service in Mendham Borough without interruption by reason other than an approved leave of absence or a reduction in force. A teacher resigning from his/her position and returning later shall not be considered to have continuous service.

Longevity pay will be added to teachers' pensionable salaries based on the following criteria:

\$1,400	After 15 years of continuous service
\$1,500	After 20 years of continuous service
\$1,600	After 26 years of continuous service

The longevity pay amounts set forth above shall not be cumulative.

Such years of continuous service shall be completed prior to September 1 for a teacher to be eligible for longevity pay.

A teacher must work a minimum of one-half of the school year, currently ninety-three (93) school-calendar days of a possible one hundred eighty-five (185), to be eligible for movement to the next step on the salary guide and to earn a year of continuous service towards longevity. Longevity pay shall be prorated for part-time teachers in accordance with the formula used to calculate part-time teachers' salaries.

- B. **STRUCTURE** - The salary schedule is structured to provide for movement in two directions, vertical, referred to as steps; and horizontal, referred to as levels.
1. **STEPS** - Advancement at each step on the salary schedule shall be as provided herein. Steps shall correspond to years of accredited service.

### Guide Movement

BASE	16-17	17-18	18-19	19-20	20-21
1	1	1	1	1	1
2-3	2	2	2	2	2
4-5	3-4	3	3	3	3
6-7	5-6	4-5	4	4	4
8	7-8	6-7	5-6	5	5
9	9	8-9	7-8	6-7	6
10-11	10	10	9-10	8-9	7-8
12-13	11-12	11	11	10-11	9-10
14-15	13-14	12-13	12	12	11-12
16-17	15-16	14-15	13-14	13	13
18	17-18	16-17	15-16	14-15	14
19	19	18-19	17-18	16-17	15-16
20	20	20	19-20	18-19	17-18
21	21	21	21	20-21	19-20
22	22	22	22	22	21-22
23	23	23	23	23	23
24-26	24	24	24	24	24
27	25+	25+	25+	25+	25+

2. LEVELS - Teachers shall be placed on the salary schedule according to seven training levels as follows:

Level I Bachelor's degree

Level II Bachelor's degree plus fifteen (15) approved credit points

Level III Bachelor's degree plus thirty (30) approved credit points

Level IV Master's degree

Level V Master's degree plus fifteen (15) approved credit points

Level VI Master's degree plus thirty (30) approved credit points

Level VII Master's degree plus forty-five (45) approved credit points

C. Conditions for Employment and Advancement on the Salary Schedule

1. The Board will allow credit of up to four years of military service.
2. Increments on the salary schedule may be withheld for unsatisfactory performance based on evaluation of professional personnel. Such evaluation

is to be made on regular basis by the administration. Salary increments may also be withheld for other just cause in accordance with law.

3. Teachers who have been employed by the Mendham Borough Board of Education for one-half ( $\frac{1}{2}$ ) of the school year, currently ninety-three (93) days of a possible one hundred eighty-five (185) days, will be eligible to move to the next step on the salary guide if they are appointed for the following school year.

D. Criteria for Establishment of Approved Credit Points

1. A teacher must hold a regular certificate in order to earn approved credit points.
2. Credit for a course will be given automatically if it meets any one of the following criteria and providing that the teacher attains a final grade of at least a "B" or equivalent.
  - a. The course is part of a current and approved program of courses leading to obtaining a Master's, Professional Diploma, or a Doctoral degree in the teacher's field of specialization.
  - b. The course or graduate program is needed to obtain additional certification or training required for a change in assignment by the administration or Board of Education.
3. Courses other than those listed above shall have prior approval in writing from the Superintendent. The decision on preapproval of a course shall be made no later than sixty (60) days following the Superintendent's receipt of the request, or -provided the teacher has submitted the request at least ninety (90) days prior to the date of course commencement -- within sixty days prior to the commencement of the course, whichever is earlier. Credit for a course will be given provided the teacher attains a grade of at least a "B" (80%) or equivalent. Included in this category are graduate level courses taken at accredited institutions and/or undergraduate courses which will aid directly in the improvement of teaching in an area assigned by the principal or in the area of the teacher's specialization. Credit will not be given for in-service courses.
4. All salary guide column movement under this Section shall be in accordance with the provisions of *N.J.S.A. 18A:6-8.5* or any other applicable statute or administrative regulation, and the provisions of this Section shall only be applicable to the extent permitted by *N.J.S.A. 18A:6-8.5* or any other statutory provision or administrative regulation.

E. Adjustments to new training levels as a result of the completion of approved credits will be made at two times during the school year:

1. For those applications received by October 1, adjustments will become effective retroactive to September 1.

2. For those applications received by March 1, adjustments will become effective retroactive to February 1.

F. Placement on Guide

Initial placement of newly hired teachers on the salary guide shall be determined by the Board in accordance with the provisions of *N.J.S.A. 18A:29-9*.

G. Any person upon receiving a doctoral degree in the field of education from a recognized university while employed in the District will receive a one-time award of \$1,000.00, \$500.00 of which will be used in the classroom at the Teacher's discretion, and the remaining \$500.00 will be for the Teacher's personal use.

H. All unit employees employed by the Board on July 1, 2018 shall receive a one-time \$500.00 non-base payment.

I. The schedule of stipend payments contained in Schedules B, C and D shall be increased by 2% on July 1, 2017, July 1, 2019, and July 1, 2021.

## ARTICLE II

### HEALTH INSURANCE AND RELATED BENEFITS

A. The Board agrees to provide health insurance coverage to eligible employees and their families under the School Employees' Health Benefits Program ("SEHBP") subject to the following:

1. "Eligible employees" means: i) unit members who work a monthly average of at least twenty (20) hours per week in the case of those unit members enrolled in SEHBP insurance coverage on or before May 21, 2010, provided there has been no break in the unit member's service or reduction of work hours; and ii) for all other unit members, those employees who work a monthly average of at least twenty-five (25) hours per week or such other minimum work week as may be set by law. Health insurance benefits to eligible employees shall change effective on July 1, 2018. Commencing July 1, 2018, the Board will provide health insurance coverage to eligible employees and their families under a School Health & Insurance Fund health insurance plan which must be equal to or better than the current Aetna Freedom 10 Plan in the SEHBP. The future obligation to provide a plan that is "equal to or better than" as set forth above shall sunset on June 30, 2019, reverting back to the current legal standard of "substantially equivalent or comparable to."

2. Eligible employees receiving health insurance coverage will pay the mandatory contribution required by P.L. 2011 c. 78 through a payroll deduction, and the Board will pay the balance of the premium cost.

3. The Board agrees to establish and administer a plan pursuant to Internal Revenue Code Section 125 so that eligible employees may elect to make contributions for individual/dependent coverage with pre-tax dollars.



B. The Board agrees to provide dental insurance coverage for all employees who work a monthly average of at least twenty (20) hours per week, and their eligible dependents. Such dental coverage will provide a usual and customary schedule, no deductible, 100% preventive, 80% basic, and 50% major services.

There shall be no additional employee contribution required for the dental plan. Employees shall not be required to share in the premium for dental coverage.

C. Commencing with the mutual execution of this Agreement, the Board may exercise an option to require newly hired employees to be covered by Direct 15.

D. Employee contributions for health benefits shall remain consistent with Chapter 78, Tier 4, during the term of this Agreement.

E. Additional contributions for health insurance coverage shall be made in accordance with the requirements prescribed by law.

F. Effective July 1, 2013, an employee eligible for medical insurance coverage who chooses to waive such coverage for a full school year shall receive a payment equal to twenty-five percent (25%) of the premium cost saved by the Board as a result of such waiver. One-half of the payment will be made in September and the second half in June of each school year in which the waiver is elected, provided the employee has not resumed insurance coverage during the course of the school year. An employee who waives and then resumes coverage during the year will reimburse the Board on a pro rata basis for the balance of any excess waiver payment received by the employee.

### **ARTICLE III**

#### **STIPEND**

A. The Board agrees to pay any teacher for overnight supervision of students while outside of the Borough of Mendham on a Board-approved activity the total sum of \$200.00 per night for the term of this Agreement. This payment includes all supervision provided both before and after the regular teacher workday, and no additional payment for such supervision shall be made.

B. Teachers who provide turnkey staff development training which has been preapproved by the Administration will be compensated \$200.00 for a full-day training or \$100.00 for a half-day training.

### **ARTICLE IV**

#### **GRIEVANCE PROCEDURE**

Each teacher, group of teachers, or the Association has the right to appeal the application of policies and administrative decisions affecting the terms and conditions of employment. They shall be assured freedom from restraint, coercion, discrimination, or reprisal in presenting their

appeal. They shall have the right to present their own appeal through designated administrative channels or to designate another person to appear with them at any step in their appeal.

The following procedure is applicable to an individual teacher, group of teachers, or the Association:

- A. A grievance must be filed within fifteen (15) school days of the time the Association becomes aware of the incident but in any event no later than six months after the occurrence of the incident giving rise to the grievance.
- B. Any Teacher having a grievance shall discuss it first with his/her Principal in an attempt to resolve the matter.
- C. If the matter is not resolved to the satisfaction of the Teacher within ten (10) school days of the initial discussion, he or she shall set forth the complaint in writing to the Principal no later than twenty-five (25) school days after the initial discussion. The complaint must set forth the grounds on which the grievance is based, including, but not limited to, the contract clause, policy, administrative decision, or past practice on which the grievance is based. The specific remedy being sought should be identified in writing. The Principal shall communicate the decision upon the complaint in writing to the Teacher within ten (10) school days of receipt of the written complaint.
- D. The Teacher may appeal the Principal's decision to the Superintendent. The appeal to the Superintendent must be made in writing and should be done within twenty (20) school days after the receipt of the Principal's decision. The Superintendent shall request a report on the grievance from the Principal and shall confer with the concerned parties. He/she shall attempt to resolve the matter as quickly as possible, but within a period not to exceed twenty (20) school days from the receipt of the teacher's appeal. The Superintendent shall communicate the decision upon the appeal in writing, along with supporting reasons, to the Teacher and his/her building Principal.
- E. If the grievance is not resolved to the Teacher's satisfaction, she/he may request a review by the Board. The request shall be submitted in writing through the Superintendent within thirty-five (35) school days of the appeal to the Superintendent. The Superintendent shall attach all related papers and forward the request to the President of the Board. The Board shall review the grievance, hold a hearing with the concerned parties, and render a decision in writing to the Teacher, the Principal, and the Superintendent within forty-five (45) school days of the receipt.
- F. If the grievant is not satisfied with the decision of the Board, or if no decision has been rendered within the time limit allowed, he/she may request, through the Association, advisory arbitration, on contract language only, pursuant to the rules and regulations established by the Public Employment Relations Commission. A request for arbitration shall be filed not later than ten (10) school days following the determination by the Board. The arbitrator's decision shall be in writing and it shall set forth the reasons and conclusions on the issue or issues submitted. The decision shall be binding upon the parties solely with respect to the issue of equivalency of insurance coverage. With regard to any and all other issues, the arbitrator shall be without power or authority to make any decision which shall bind the parties and his/her opinion shall be advisory in

nature only. The costs of the arbitrator shall be borne equally by the Board and the Teacher, or if represented by the Association, by the Board and the Association. Any other expenses incurred shall be paid by the parties incurring the same.

## ARTICLE V

### PERSONAL ILLNESS

- A. 1. All teachers shall be entitled to ten (10) days of sick leave paid at each teacher's standard rate, for personal illness during the school year. The number of sick leave days not used by the teacher during a school year, shall be added to the individual teacher's accumulated sick leave. Sick leave days in a given year are defined as equal to the full time equivalent for which a teacher is employed.
- 2. For absence due to illness of any relative in the employee's immediate family, full pay for not more than three (3) days each school year will be paid to the employee. Immediate family shall be considered to be father, mother, spouse, civil union partner or domestic partner, child, brother, sister, or any relative residing in the immediate household. Teachers utilizing family illness days shall normally provide forty-eight (48) hours advance notice of said leave except in cases of emergency.
- B. Extensions of sick leave will be in accordance with statute.
- C. The Board of Education may, in addition to the paid sick leave provisions for personal illness described in the above two paragraphs, give special consideration to exceptional cases involving extreme hardships.
- D. A teacher returning to work after an authorized leave of absence for reasons other than personal illness shall be entitled to any sick leave accumulated prior to the leave.
- E. The Board of Education may require any teacher claiming sick leave to file suitable medical evidence of disability with the Secretary of the Board before payment of any sick leave under provisions of this agreement. Suitable medical evidence of disability may also be required from any teacher whose absence extends beyond two school work weeks in duration and therefore as deemed necessary by the Board of Education.
- F. When a teacher employed prior to June 30, 1995 leaves after ten years of continuous service to this district she/he shall receive a lump sum payment calculated at the rate of \$45 per day for the duration of this Agreement. For teachers employed after June 30, 1995, this benefit will apply only upon retirement for age and/or service or disability through the TPAF, with immediate payment of retirement benefit.

The amount shall not exceed \$7,000.00. This sum shall be paid within twelve (12) months of the separation date.

Beginning in the 1998-1999 school year, if a new job category is added to the bargaining unit, and if members in that category were not entitled to the benefit prior to the addition that category, then on the first day of the first contract year, the benefit will be capped at

\$700.00, and on the first day of each successive contract year, the benefit cap will be increased by an additional \$700.00. When the category has been in the bargaining unit for ten complete contract years, the benefit will be the same as that for all other bargaining members.

The sick days shall be used in reverse chronological order.

If a teacher employed prior to June 30, 1995 should die after 10 years of continuous service, the above amount shall be paid to the teacher's estate.

## **ARTICLE VI**

### **WORK YEAR/WORK LOAD/WORKDAY/RESEARCH/SUMMER WORK**

#### **A. WORK YEAR**

1. The in-school work year for teachers employed on a ten-month basis (other than new personnel who shall be required to attend two (2) additional days of orientation) shall not exceed 185 days.
2. The calendar shall contain three (3) single session days: one (1) before the Thanksgiving break, one (1) before the Winter break, and one (1) the last day of school. In addition, when evening or daytime parent conferences are scheduled there shall also be a single session for that day.
3. In addition to the full day of in-service presently provided, an additional minimum of six (6) hours of in-service shall be made available for the purpose of continuing education and professional development. These in-service workshops shall be sponsored by the District and shall be applied toward Professional Development requirements as set forth by the Professional Teaching Standards Board and the New Jersey Department of Education.

#### **B. WORKLOAD**

Effective commencing in the 2018-2019 School year, the workload of teachers shall include:

1. Teachers of Grades PK-4:
  - a. A minimum of 1 teacher planning period per day (not to be scheduled during the unassigned time prior to the arrival of students or following their departure.)
  - b. A minimum of 1 team planning period per week (not to be scheduled during the unassigned time prior to the arrival of students or following their departure). The remaining time will be used for assignments such as additional instructional time, additional planning time, duties, and/or meetings at the sole discretion of the Superintendent.

At Hilltop, Related Arts will continue to receive a personal planning period in lieu of a team planning period.

c. The length of a planning period will not be less than thirty (30) consecutive minutes or the length of the instructional period whichever is greater, except for Pre-K which will not be less than thirty (30) consecutive minutes.

d. One daily duty-free lunch period.

2. Teachers of Grades 5-8:

a. A minimum of 1 teacher planning period per day (not to be scheduled during the unassigned time prior to the arrival of students or following their departure.)

b. A minimum of 1 team planning period per week (not to be scheduled during the unassigned time prior to the arrival of students or following their departure). The remaining time will be used for assignments such as additional instructional time, additional planning time, duties, and/or meetings at the sole discretion of the Superintendent.

c. The length of a planning period will not be less than thirty (30) consecutive minutes, or the length of the instructional period, whichever is greater.

d. One daily duty-free lunch period.

Nothing herein shall prevent the Superintendent in his or her sole discretion from providing planning time in addition to the amounts set forth above.

3. Teachers losing a contractual preparation or team planning period as set forth in 1(a) and (b) and 2(a) and (b) above shall be compensated at the rate of \$35 for each lost planning or preparation period.

4. Teachers combining a class as a result of no available substitute or an educational emergency shall receive the sub pay, prorated and divided among the covering Teachers.

### C. TEACHING WORKDAY

1. School Day

a. For the school years during the term of this Agreement, the scheduled school day for all Teachers shall be 7 hours and 15 minutes. Except as provided in paragraph 4 below, this includes 15 minutes of unassigned time prior to student arrival and 15 minutes of unassigned time following student departure. Teachers shall remain in the building for 15 minutes after student dismissal, and this time may be used for non-instructional supervision of students on a rotating basis in accordance with the provisions of paragraph 4 below.

- b. The work day for each Teacher will be assigned by the Superintendent at the beginning and the middle of the school year. Stipends for coaching and other extracurricular activities will not be affected by these assignments.
- 2.
  - a. Teachers may be required to remain up to an aggregate of ninety (90) minutes each month, after the end of the regular workday, without additional compensation, for meetings as required by the Administration.  
  
These meetings shall be scheduled in either one or two meeting times per month at the discretion of the administration.
  - b. Teachers who are required to attend meetings preapproved by the Administration in excess of ninety (90) minutes per month will be compensated at the rate of \$45 per hour for all such attendance beyond 90 minutes per month. This provision shall not apply to teachers who are receiving stipend compensation for an assignment, duty or other role related to the meeting attendance.
- 3. All Teachers shall attend up to two (2) Parent Activity Nights, at the discretion of the Administration, which may include Back to School Night, Festival of the Arts and/or parent conferences. Parent conferences shall be two (2) hours in length; on this day, school dismissal will be 1 p.m. Eighth grade teachers shall attend graduation exercises.
- 4. Each Teacher shall provide non-instructional supervision of students for up to twenty-five (25) fifteen (15) minute periods per school year, which may be before or after the student day. After the fifteen (15) minute period, the teacher shall receive administrative backup and shall be relieved. The duty shall be in a defined space in or outside of the school. This does not include bus duty.

**D. RESEARCH/SUMMER WORK**

- 1. The Board may set aside funds in the budget for the purpose of research, consultation, curriculum development, and other tasks assigned by the administration in accordance with the following provision. The Board retains the right to determine the amount to be expended and the nature and extent of the project to be undertaken.
- 2. Any Certified Educator asked to write, rewrite, revise or develop new curriculum will be paid to do so at an hourly rate of forty-five dollars (\$45) per hour.

**E. EXTENDED SCHOOL YEAR/HOME INSTRUCTION**

Teachers providing instructional services for the Extended School Year program or Home Instruction will be compensated at the rate of sixty dollars (\$60.00) per hour.



**F. AFTER SCHOOL SUPERVISION**

Teachers assigned with the approval of the Superintendent and Board to supervise activities outside the regular contractual work day which is not otherwise part of the staff member's responsibilities under an extracurricular stipend, such as concerts, school dances or similar events where the Superintendent deems supervision necessary, shall be compensated at the rate of forty-five dollars (\$45) per hour.

**ARTICLE VII**

**PHYSICAL EXAMINATIONS**

- A. All employees of the Board of Education shall be tested for tuberculosis infection as required by law. The cost of the test and subsequent X-ray, if necessary, shall be borne by the Board of Education. Employees may have these tests done by their family physician, in which case the cost shall borne by the employee.
- B. The Board of Education may require the individual examination at the Board's expense, of any employee whenever there is evidence of physical or mental illness. If the result of the examination indicates a communicable disease or mental abnormality, the employee shall be ineligible for further service until satisfactory proof of recovery is furnished.

**ARTICLE VIII**

**PAYMENT OF TUITION FOR COURSES FOR ADVANCED STUDY**

- A. Any teachers wishing to be reimbursed for courses of advanced study must FIRST apply to the Superintendent for approval of said courses before enrollment. The said teacher shall receive notification of approval or denial within 20 calendar days of request submission, provided that the teacher must submit the request at least 45 calendar days prior to the registration deadline to be assured of approval prior to such deadline. For those courses which have been approved, the Board will reimburse the Teacher at the Rutgers University tuition rate or the employee's actual cost, whichever is less, subject to the District total cap set forth in subparagraph G., below.
- B. Courses required for certification or taken prior to the first day of teaching in the Mendham Borough School District will not be eligible for reimbursement.
- C. The Superintendent may approve courses if they are part of an approved Master's Degree, Professional Diploma, or a Doctoral Degree Program in either the Teacher's field of specialization or another field approved by the Superintendent for that Teacher. The Superintendent may also approve other courses if the Teacher can show that completion of the course will enhance his/her competence in the Teacher's field of specialization or in any other reasonable assignments within the district.
- D. To qualify for reimbursement, the Teacher must complete and submit to the Superintendent the appropriate form accompanied by a record of payment on or before May 15 of each school year during the term of this Agreement. Reimbursement shall be

made to each eligible Teacher upon receipt by the Superintendent of proof of successful completion of the course by July 31 of each school year.

- E. A grade of at least a "B" (80%) or equivalent shall determine successful completion of the course.
- F. Tenured Teachers shall be eligible for tuition reimbursement for up to twelve (12) credits during one fiscal year, and up to six (6) credits during any one session. Non-tenured Teachers shall be eligible for tuition reimbursement for up to six (6) credits per year until they attain tenure.
- G. The aggregate district total of all such reimbursements shall not exceed twenty-five thousand dollars (\$25,000) in each school year of this Agreement. It is understood and agreed that this could result in each Teacher receiving reimbursement that is less than the per-credit cost at Rutgers or than the actual per-credit cost paid by the Teacher.
- H. Reimbursement shall be made on an equitable basis, with each eligible Teacher submitting his/her requirements by the specified dates. If the total cost of timely and eligible reimbursement requests does not exceed the aggregate cap of \$25,000, then full reimbursement shall be made to each eligible Teacher that year in accordance with the provisions of this Article. If, however, timely and eligible reimbursement requests exceed the aggregate cap of \$25,000, then each eligible Teacher shall receive a proportionate share of that year's allocation.
- I. The per credit rate for reimbursement shall be established each year as follows:  
  
\$25,000 divided by the total cost of timely and eligible requests for credit reimbursement submitted to the Superintendent by May 15 and pursuant to all eligibility requirements in this Article.
- J. Approval for reimbursement may be at the regular Board meeting following the completion and submission of the required form as outlined above.
- K. Effective July 1, 2013, the Board shall pay the registration fee, tuition and textbook costs for all courses the Board requires a teacher to take.
- L. The provisions of this Article shall be in accordance with, and shall only be implemented to, the extent permitted by *N.J.S.A. 18A:6-8.5* or any other statutory provisions or administrative regulation.

## **ARTICLE IX**

### **TEACHER MENTORS**

The Board agrees to compensate Teachers who mentor provisionally certificated teaching staff members in the Mendham Borough Schools at the current state rate per mentee, in lieu of payment to the mentor by the mentee.



**ARTICLE X**  
**REIMBURSEMENT OF TEACHER'S EXPENSES**

The Board will reimburse the Teachers for expenses incurred in the pursuit of school business. Any Teacher anticipating such expense shall first get approval from his/her Principal or Director, as the case may be. A voucher listing these expenditures shall be submitted to the Board Secretary for payment by the first of each month. The Board will reimburse the Teacher for mileage driven in his or her own car for school purposes at the rate determined by the New Jersey Office of Management and Budget.

**ARTICLE XI**  
**PAID ABSENCES FOR PERSONAL OR PROFESSIONAL PURPOSE**

- A. The Superintendent may recommend or grant requests of teachers to attend local conferences and workshops and to visit other schools when such attendance or visitation will directly benefit the Mendham Borough Schools.
- B. Teachers shall be granted three (3) personal days annually with full pay without disclosing the reason; the unused portion of which shall accumulate as sick leave. Additional days may be granted by the Board for special or unusual circumstances upon the recommendation of the Superintendent. Teachers utilizing personal days shall normally provide forty-eight (48) hours advance notice of said leave except in cases of emergency.

No more than two (2) teachers in each school building may be absent for personal reasons on the last working day before, or the first working day after, a school holiday or vacation period.

- C. If the Board, after January 1 of any given year during the term of this Agreement, changes scheduled vacation dates because of emergency closings, a Teacher who has made every effort and is unable to change a non-refundable financial commitment for said vacation dates shall be permitted with Board approval to use personal days to complete his/her original vacation plans. The Teacher shall bear the cost of substitute coverage for any additional days required to complete his/her vacation plans.
- D. Absence due to death in the employee's immediate family or household shall be allowed with full pay for a period up to five (5) days, effective July 1, 2018. (Immediate family shall include husband, wife, civil union partner or domestic partner, children, mother, father, grandparents, sisters, brothers, sisters-in-law, brothers-in-law, parents-in-law, or other relatives who live in the same household.) Additional time may be granted upon recommendation of the Superintendent.

**ARTICLE XII**  
**ANTICIPATED DISABILITY/CHILDCARE/ADOPTION LEAVES**

- A. Anticipated Disability Leave

1. A Teacher who anticipates a disability shall notify his/her immediate supervisor in writing of the anticipated commencement of the disability as soon as the Teacher knows of it. The request will include the reason for the leave, the expected beginning date, the expected ending date, and whether the bargaining unit member intends to use paid leave for any part of the leave. During the period of actual disability, a Teacher may use his/her accumulated sick leave. Suitable medical documentation will be provided in support of the disability.
2. A Teacher requesting a maternity disability leave of absence before the birth of a child should normally submit a written request along with providing suitable medical evidence of pregnancy and the expected date of delivery to the Board of Education sufficiently in advance of the requested starting date of the sick leave so the Board may act.

**B. Childcare Leave**

1. A Teacher under tenure may request and shall be granted an unpaid childcare leave for the purpose of caring for a child for a basic duration of up to eighteen (18) consecutive months. The Board of Education may, however, grant a longer or shorter child rearing leave to enable a Teacher to return to work at a time mutually agreeable to both parties and to ensure a continuity of instruction.
2. A non-tenured Teacher may request and shall be granted an unpaid childcare leave for the remainder of the year during which such leave was granted.
3. A Teacher requesting a childcare leave of absence for the purpose of caring for a child following a paid period of personal illness because of childbirth should normally submit a written request in advance of the expected starting date. The starting date of the leave shall generally be the first scheduled working date following the paid period of personal illness because of childbirth.

**C. Adoption Leave**

1. A Teacher under tenure planning to adopt a child may likewise request and shall be granted an unpaid childcare leave of absence for a basic duration of up to eighteen (18) consecutive months. The Board of Education may, however, grant a longer or shorter childcare leave to enable a Teacher to return to work at a time mutually agreeable to both parties and to ensure a continuity of instruction.
2. A non-tenured Teacher may likewise request and shall be granted an unpaid childcare leave of absence for the remainder of the year during which such leave was granted.
3. The Teacher shall inform the Board in writing of his/her intention to adopt a child at the time the application for adoption is made. Application for a childcare leave will be made as soon as the Teacher is informed of the custody date, and such leave shall commence upon said Teacher receiving custody of the child.

**D. Placement on the Guide**

A Teacher returning to work after a childcare or adoption leave of absence shall be placed on the proper place on the latest salary guide, but no credit shall be given for the time covered by the leave of absence.

### **ARTICLE XIII**

#### **EXTENDED LEAVES OF ABSENCE**

An extended leave, without pay, may be granted to a tenured Teacher subject to the following conditions:

- A. Seven years full time consecutive service in this District.
- B. A written request for this leave must be received by the Superintendent before February 1 of the school year proceeding the school year for which the leave is requested. A written response to each request received will be provided by March 1.
- C. Such leave shall normally be for a term of 12 months; however, the Board may grant a longer or shorter leave to enable a Teacher to return at a time mutually agreeable.
- D. The Teacher must inform the Superintendent of his/her intention to rejoin the staff by March 1 of the leave year.
- E. Upon returning from an extended leave, the Teacher shall be placed on the appropriate level and step of the latest salary guide with no credit given for the time covered by the leave.
- F. During the period of the leave, a Teacher may maintain the group medical and dental benefits with the Teacher paying the full cost of these benefits.
- G. The decision of the Board is final and shall not be arbitrable.

### **ARTICLE XIV**

#### **PART-TIME TEACHERS**

- A. Part-time Teachers shall be scheduled and assigned duties in all respects based upon the fraction of full time for which they are employed. Such Teachers shall be entitled to a full lunch period each day.
- B. Tuition reimbursement for part-time Teachers, who work at least fifty percent (50%) of the time and who meet all other conditions for tuition reimbursement, shall be the same as for full-time Teachers.
- C. Part-time Teachers shall be paid the same fraction of the salary guide amount for which they are employed.

## **ARTICLE XV**

### **ASSIGNMENTS AND VACANCIES**

- A. All District positions shall be posted in each school. The Superintendent shall acknowledge in writing the receipt of all such applications.
- B. Employees may submit letters of consideration to the Superintendent regarding vacancies that may become available during the summer months.

## **ARTICLE XVI**

### **POLICY NOTIFICATION**

- A. Each school in the district shall have a copy of the Board Policy Manual. Updates will be made available after Board approval.
- B. No material derogatory to a unit member's conduct, service, character, or personality shall be placed in the unit member's personnel file unless the unit member has had the opportunity to review the material. The unit member shall acknowledge that s/he has had the opportunity to review such material by affixing her/his signature to the copy to be filed, with express understanding that such signature in no way indicates agreement with the contents therein. The unit member shall also have the right to submit a written answer to such material; the unit member's answer shall be attached to the file copy. A unit member's refusal to sign the copy to be filed shall in no way restrict the Administration's discretion to place the material in the unit member's file.

## **ARTICLE XVII**

### **TUITION FREE ENROLLMENT/ REDUCED TUITION**

As a professional courtesy, children of Teachers who were employed by the District on or before December 20, 2004, and who are not domiciled in the District will be permitted to attend Mendham Borough Schools so long as there is no additional staffing or transportation necessary and/or required.

Teachers who are employed in the District after December 20, 2004, and who are not domiciled in the District, will be permitted to send their children to Mendham Borough Schools upon payment of fifty percent (50%) of the advertised tuition rate applicable to non-residents, so long as there is no additional staffing or transportation necessary and/or required.

## **ARTICLE XVIII**

### **EXTRACURRICULAR POSITIONS**

- A. Compensation for Teacher participation in extracurricular activities which is beyond the scope of the Teacher's assignment shall be set forth and specifically listed in schedules "B," "C," "D" and "E," with compensation listed therein.
- B. All extracurricular activities proposed in the District shall be posted at least ten (10) school days prior to the closing date for application. Teachers will be notified of their assignment for the following academic year by the last day of the current school year. The posting shall include the following information:
  - 1. Job title and job description;
  - 2. Location of job;
  - 3. Title of immediate supervisor;
  - 4. Qualifications needed to apply for posted position;
  - 5. Salary.

## ARTICLE XIX

### ASSOCIATION RIGHTS

#### A. Representation Fee

If an employee does not become a member of the Association during any membership year which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The representation fee will be for the current school year and will not be retroactive. This fee will be established by the association and shall not exceed the maximum allowed by law.

#### B. Mechanics of Deductions and Transmission of Fees

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association. The Board of Education requests that the representation fee be deducted beginning September 1.

#### C. Indemnification and Save Harmless Provision

##### 1. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

- a. The Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- b. If the Association so requests in writing; the Board will cooperate fully with the Association in gathering evidence, securing witnesses, and in all other aspects of said defense.

2. Exception

It is expressly understood that sub-paragraph (a) above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

- 3. The Association shall maintain a "demand and return" system consistent with the law.

**ARTICLE XX**

**BOARD RIGHTS**

The Board, on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey and of the United States, including all decisional law and Rules and Regulations of the State of New Jersey, and the provisions of this Agreement shall be construed in the light of the management prerogatives vested in the Board by the foregoing legal authorities. Such rights include but are not limited to:

- A. The executive management and administrative control of the school system and its properties and facilities, and the activities of its employees in the performance of their school assignments.
- B. Hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment and to promote and transfer all such employees.

**ARTICLE XXI**

**NEGOTIATIONS**

- A. The parties agree to enter into collective negotiations over a successor agreement no later than November 15 of the final year of this Agreement, in accordance with *N.J.S.A. 34:13 A-1 et seq.* in a good-faith effort to reach agreement on all matters concerning the terms and conditions of the Teachers' employment. Any agreement so negotiated shall

apply to all employees covered hereunder, be reduced to writing, and be signed by the Presidents of the Board and the Association.

- B. Should this Agreement expire without a successor agreement having been agreed and ratified by both parties, no incremental advancement in salary shall be given prior to implementation of the successor agreement.
- C. If the final year of the current contract contains split steps, the salary base for the purpose of successor negotiations will use the average rate of the split steps. The base salary will be figured for the full-time equivalent employees employed on November 1 of the final year of this Agreement.
- D. This Agreement shall not be modified in whole or in part nor shall additional items be added by the parties except by an amendment in writing approved by the Board and the Association. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be permitted, but all other provisions or applications shall be considered in force and effect.

## **ARTICLE XXII**

### **REPRODUCTION OF AGREEMENT**

- A. Copies of this Agreement shall be provided at the expense of the Board within thirty (30) days after the Agreement is signed by both parties.
- B. A copy of the Agreement shall be presented to all Teachers now employed by the Board, but in no case shall the number of copies required exceed seventy (70).




**ARTICLE XXIII**

**DURATION OF AGREEMENT**

This Agreement shall be effective retroactive to July 1, 2016 for a five-year term and expiring on June 30, 2021. All increased payments required under this Agreement shall be retroactively paid to all unit members, including employees who have retired but excluding employees who have voluntarily resigned from the District. If any payment has been reduced, no such payment amount that has been received since July 1, 2016 can be recouped from an employee. It is agreed, however, that no retroactive contributions to health benefits will be required as a result of the retroactive payment of salary increases, consistent with the language contained in ¶9 of the Memorandum of Understanding.

**IN WITNESS WHEREOF** the parties, subsequent to ratification and Board Resolution, hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries and their respective corporate seals affixed hereto at Mendham, New Jersey as of the date first set forth above.

 PRESIDENT

  
MENDHAM BOROUGH EDUCATION  
ASSOCIATION

 BOE President  
MENDHAM BOROUGH BOARD OF  
EDUCATION

 Board Secretary



**SCHEDULE "A-1"**

**MENDHAM BOROUGH TEACHERS**

**YEAR 1  
2016-17  
Salary Guide  
Step**

		<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
<b>1</b>	<b>1</b>	54,075	55,425	57,775	59,575	60,975	62,175	63,375
<b>2</b>	<b>2</b>	54,575	55,925	58,275	60,075	61,475	62,675	63,875
<b>3-4</b>	<b>3</b>	55,075	56,425	58,775	60,575	61,975	63,175	64,375
<b>5-6</b>	<b>4</b>	55,975	57,325	59,675	61,475	62,875	64,075	65,275
<b>7-8</b>	<b>5</b>	56,925	58,275	60,625	62,425	63,825	65,025	66,225
<b>9</b>	<b>6</b>	57,875	59,225	61,575	63,375	64,775	65,975	67,175
<b>10</b>	<b>7</b>	58,875	60,225	62,575	64,375	65,775	66,975	68,175
<b>11-12</b>	<b>8</b>	59,875	61,225	63,575	65,375	66,775	67,975	69,175
<b>13-14</b>	<b>9</b>	60,875	62,225	64,575	66,375	67,775	68,975	70,175
<b>15-16</b>	<b>10</b>	62,375	63,725	66,075	67,875	69,275	70,475	71,675
<b>17-18</b>	<b>11</b>	64,295	65,645	67,995	69,795	71,195	72,395	73,595
<b>19</b>	<b>12</b>	66,395	67,745	70,095	71,895	73,295	74,495	75,695
<b>20</b>	<b>13</b>	69,095	70,445	72,795	74,595	75,995	77,195	78,395
<b>21</b>	<b>14</b>	71,845	73,195	75,545	77,345	78,745	79,945	81,145
<b>22</b>	<b>15</b>	74,695	76,045	78,395	80,195	81,595	82,795	83,995
<b>23</b>	<b>16</b>	77,560	78,910	81,260	83,060	84,460	85,660	86,860
<b>24</b>	<b>17</b>	80,510	81,860	84,210	86,010	87,410	88,610	89,810
<b>25+</b>	<b>18</b>	83,485	84,835	87,185	89,305	90,385	91,665	93,435

Longevity to be included and paid as regular annual salary distributed over 20 payments. Longevity payment will commence at the beginning of the employee's 16<sup>th</sup>, 21<sup>st</sup>, and 27<sup>th</sup> year in accordance with the following schedule:

15-19 years:	\$1,400.00
20-25 years:	\$1,500.00
26+ years:	\$1,600.00

**SCHEDULE "A-2"**

**MENDHAM BORO TEACHERS**

**YEAR 2  
2017-18  
Salary Guide  
Step**

		<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
<b>1</b>	<b>1</b>	54,380	55,730	58,080	59,880	61,280	62,480	63,680
<b>2</b>	<b>2</b>	54,880	56,230	58,580	60,380	61,780	62,980	64,180
<b>3</b>	<b>3</b>	55,380	56,730	59,080	60,880	62,280	63,480	64,680
<b>4-5</b>	<b>4</b>	56,305	57,655	60,005	61,805	63,205	64,405	65,605
<b>6-7</b>	<b>5</b>	57,255	58,605	60,955	62,755	64,155	65,355	66,555
<b>8-9</b>	<b>6</b>	58,205	59,555	61,905	63,705	65,105	66,305	67,505
<b>10</b>	<b>7</b>	59,205	60,555	62,905	64,705	66,105	67,305	68,505
<b>11</b>	<b>8</b>	60,205	61,555	63,905	65,705	67,105	68,305	69,505
<b>12-13</b>	<b>9</b>	61,305	62,655	65,005	66,805	68,205	69,405	70,605
<b>14-15</b>	<b>10</b>	62,805	64,155	66,505	68,305	69,705	70,905	72,105
<b>16-17</b>	<b>11</b>	64,805	66,155	68,505	70,305	71,705	72,905	74,105
<b>18-19</b>	<b>12</b>	66,935	68,285	70,635	72,435	73,835	75,035	76,235
<b>20</b>	<b>13</b>	69,635	70,985	73,335	75,135	76,535	77,735	78,935
<b>21</b>	<b>14</b>	72,385	73,735	76,085	77,885	79,285	80,485	81,685
<b>22</b>	<b>15</b>	75,285	76,635	78,985	80,785	82,185	83,385	84,585
<b>23</b>	<b>16</b>	78,235	79,585	81,935	83,735	85,135	86,335	87,535
<b>24</b>	<b>17</b>	81,185	82,535	84,885	86,685	88,085	89,285	90,485
<b>25+</b>	<b>18</b>	84,235	85,585	87,935	90,055	91,135	92,415	94,185

Longevity to be included and paid as regular annual salary distributed over 20 payments. Longevity payment will commence at the beginning of the employee's 16<sup>th</sup>, 21<sup>st</sup>, and 27<sup>th</sup> year in accordance with the following schedule:

15-19 years:	\$1,400.00
20-25 years:	\$1,500.00
26+ years:	\$1,600.00

**SCHEDULE "A-3"**

**MENDHAM BOROUGH TEACHERS**

**YEAR 3  
2018-19  
Salary Guide  
Step**

		<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
1	1	54,880	56,230	58,580	60,380	61,780	62,980	64,180
2	2	55,520	56,870	59,220	61,020	62,420	63,620	64,820
3	3	56,020	57,370	59,720	61,520	62,920	64,120	65,320
4	4	56,520	57,870	60,220	62,020	63,420	64,620	65,820
5-6	5	57,420	58,770	61,120	62,920	64,320	65,520	66,720
7-8	6	58,370	59,720	62,070	63,870	65,270	66,470	67,670
9-10	7	59,370	60,720	63,070	64,870	66,270	67,470	68,670
11	8	60,370	61,720	64,070	65,870	67,270	68,470	69,670
12	9	61,570	62,920	65,270	67,070	68,470	69,670	70,870
13-14	10	63,070	64,420	66,770	68,570	69,970	71,170	72,370
15-16	11	65,070	66,420	68,770	70,570	71,970	73,170	74,370
17-18	12	67,270	68,620	70,970	72,770	74,170	75,370	76,570
19-20	13	70,070	71,420	73,770	75,570	76,970	78,170	79,370
21	14	72,970	74,320	76,670	78,470	79,870	81,070	82,270
22	15	75,920	77,270	79,620	81,420	82,820	84,020	85,220
23	16	78,885	80,235	82,585	84,385	85,785	86,985	88,185
24	17	81,885	83,235	85,585	87,385	88,785	89,985	91,185
25+	18	84,985	86,335	88,685	90,805	91,885	93,165	94,935

Longevity to be included and paid as regular annual salary distributed over 20 payments. Longevity payment will commence at the beginning of the employee's 16<sup>th</sup>, 21<sup>st</sup>, and 27<sup>th</sup> year in accordance with the following schedule:

15-19 years:	\$1,400.00
20-25 years:	\$1,500.00
26+years:	\$1,600.00

**SCHEDULE "A-4"**

**MENDHAM BOROUGH TEACHERS**

***Year 4***  
***2019-20***  
**Salary Guide**  
**Step**

		<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
1	1	55,380	56,730	59,080	60,880	62,280	63,480	64,680
2	2	56,045	57,395	59,745	61,545	62,945	64,145	65,345
3	3	56,545	57,895	60,245	62,045	63,445	64,645	65,845
4	4	57,045	58,395	60,745	62,545	63,945	65,145	66,345
5	5	57,795	59,145	61,495	63,295	64,695	65,895	67,095
6-7	6	58,745	60,095	62,445	64,245	65,645	66,845	68,045
8-9	7	59,745	61,095	63,445	65,245	66,645	67,845	69,045
10-11	8	60,745	62,095	64,445	66,245	67,645	68,845	70,045
12	9	61,945	63,295	65,645	67,445	68,845	70,045	71,245
13	10	63,445	64,795	67,145	68,945	70,345	71,545	72,745
14-15	11	65,445	66,795	69,145	70,945	72,345	73,545	74,745
16-17	12	67,945	69,295	71,645	73,445	74,845	76,045	77,245
18-19	13	70,745	72,095	74,445	76,245	77,645	78,845	80,045
20-21	14	73,695	75,045	77,395	79,195	80,595	81,795	82,995
22	15	76,645	77,995	80,345	82,145	83,545	84,745	85,945
23	16	79,735	81,085	83,435	85,235	86,635	87,835	89,035
24	17	82,835	84,185	86,535	88,335	89,735	90,935	92,135
25+	18	85,985	87,335	89,685	91,805	92,885	94,165	95,935

Longevity to be included and paid as regular annual salary distributed over 20 payments. Longevity payment will commence at the beginning of the employee's 16<sup>th</sup>, 21<sup>st</sup>, and 27<sup>th</sup> year in accordance with the following schedule:

15-19 years:	\$1,400.00
20-25 years:	\$1,500.00
26+ years:	\$1,600.00

**SCHEDULE "A-5"**

**MENDHAM BOROUGH TEACHERS**

**Year 5  
2020-21  
Salary Guide  
Step**

		<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
1	1	55,880	57,230	59,580	61,380	62,780	63,980	65,180
2	2	56,545	57,895	60,245	62,045	63,445	64,645	65,845
3	3	57,110	58,460	60,810	62,610	64,010	65,210	66,410
4	4	57,610	58,960	61,310	63,110	64,510	65,710	66,910
5	5	58,110	59,460	61,810	63,610	65,010	66,210	67,410
6	6	59,010	60,360	62,710	64,510	65,910	67,110	68,310
7-8	7	60,010	61,360	63,710	65,510	66,910	68,110	69,310
9-10	8	61,010	62,360	64,710	66,510	67,910	69,110	70,310
11-12	9	62,210	63,560	65,910	67,710	69,110	70,310	71,510
13	10	63,710	65,060	67,410	69,210	70,610	71,810	73,010
14	11	65,910	67,260	69,610	71,410	72,810	74,010	75,210
15-16	12	68,410	69,760	72,110	73,910	75,310	76,510	77,710
17-18	13	71,210	72,560	74,910	76,710	78,110	79,310	80,510
19-20	14	74,160	75,510	77,860	79,660	81,060	82,260	83,460
21-22	15	77,160	78,510	80,860	82,660	84,060	85,260	86,460
23	16	80,360	81,710	84,060	85,860	87,260	88,460	89,660
24	17	83,560	84,910	87,260	89,060	90,460	91,660	92,860
25+	18	86,985	88,335	90,685	92,805	93,885	95,165	96,935

Longevity to be included and paid as regular annual salary distributed over 20 payments. Longevity payment will commence at the beginning of the employee's 16<sup>th</sup>, 21<sup>st</sup>, and 27<sup>th</sup> year in accordance with the following schedule:

15-19 years:	\$1,400.00
20-25 years:	\$1,500.00
26+ years:	\$1,600.00

**SCHEDULE "B"**  
**COACHES' COMPENSATION SCHEDULE**

**Soccer, Basketball, Baseball, Softball, Cross Country, Competitive Cheerleading, and Lacrosse**

Level	Years	2016-17	2017-18	2018-19	2019-20	2020-21*
1	1-2	\$2,554.26	\$2,605.35	\$2,605.35	\$2,657.45	\$2,657.45
2	3-4	\$3,065.12	\$3,126.42	\$3,126.42	\$3,188.95	\$3,188.95
3	5-6	\$3,576.00	\$3,647.52	\$3,647.52	\$3,720.47	\$3,720.47
4	7-8	\$4,342.29	\$4,429.14	\$4,429.14	\$4,517.72	\$4,517.72
5	9	\$5,236.30	\$5,341.03	\$5,341.03	\$5,447.85	\$5,447.85

**Non-Competitive Cheerleading**

Level	Years	2016-17	2017-18	2018-19	2019-20	2020-21*
1	1-2	\$1,519.41	\$1,549.80	\$1,549.80	\$1,580.79	\$1,580.79
2	3-4	\$2,025.89	\$2,066.41	\$2,066.41	\$2,107.74	\$2,107.74
3	5-6	\$2,532.33	\$2,582.98	\$2,582.98	\$2,634.64	\$2,634.64
4	7-8	\$3,038.83	\$3,099.61	\$3,099.61	\$3,161.60	\$3,161.60
5	9	\$3,545.30	\$3,616.21	\$3,616.21	\$3,688.53	\$3,688.53

**Tennis**

Level	Years	2016-17	2017-18	2018-19	2019-20	2020-21*
1	1-2	\$1,269.07	\$1,294.45	\$1,294.45	\$1,320.34	\$1,320.34
2	3-4	\$1,460.59	\$1,489.80	\$1,489.80	\$1,519.60	\$1,519.60
3	5-6	\$1,649.80	\$1,682.80	\$1,682.80	\$1,716.45	\$1,716.45
4	7-8	\$1,968.23	\$2,007.59	\$2,007.59	\$2,047.75	\$2,047.75
5	9	\$2,284.32	\$2,330.01	\$2,330.01	\$2,376.61	\$2,376.61

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\* A 2% increase shall go into effect on July 1, 2021

**SCHEDULE "C"**

**EXTRACURRICULAR COMPENSATION SCHEDULE**

**2016-2021**

**Tier 1:**

<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21 *</b>
\$625.00	\$637.50	\$637.50	\$650.25	\$650.25

Eighth Grade Advisor  
Math League Grades 5-6  
Math League Grades 7-8  
Mock Trials Grades 5-6  
Mock Trials Grades 7-8  
Team Leaders

**Tier 2:**

<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21 *</b>
\$1,200.00	\$1,224.00	\$1,224.00	\$1,248.48	\$1,248.48

Environmental Education Coordinator  
Junior Solar Sprints  
Morning Open Studio  
Newspaper Advisor  
Tech/Audio Visual Club  
Poetry Club

**Tier 3:**

<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21 *</b>
\$1,500.00	\$1,530.00	\$1,530.00	\$1,560.60	\$1,560.60

Forensics  
Odyssey of the Mind  
Robotics  
Student Council  
Talent Show Staff (stipend divided among all workers)  
Yearbook Advisor  
Outdoor Learning Center (one stipend, shared equally if two teachers)

**Other:**

<b>Biannual Musical Staff:</b>		<b>\$10,800 <sup>2</sup></b>		
<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21 *</b>
\$10,800.00	\$11,016.00	\$11,016.00	\$11,236.32	\$11,236.32

\* A 2% increase shall go into effect on July 1, 2021.

<sup>2</sup> With regard to salary allotment for the Biannual Musical, the Superintendent of Schools and a representative of the MBEA, as designated by the president or co-presidents, will decide on an appropriate proportional allocation of the budgeted salary amount to be distributed to each approved staff member. This will be completed after the title and theme of the play is decided upon, but before it is staffed.

**Athletic Director:**

2016-17	2017-18	2018-19	2019-20	2020-21*
\$3,200.00	\$3,264.00	\$3,264.00	\$3,329.28	\$3,329.28

**Hilltop School bus duty: (1) at \$1,800**

2016-17	2017-18	2018-19	2019-20	2020-21*
\$1,800.00	\$1,836.00	\$1,836.00	\$1,872.72	\$1,872.72

**PM Basketball Game Supervisor:** Hourly rate for after school supervision.



**SCHEDULE "D"**

**BAND, CHORAL AND ORCHESTRA DIRECTORS**  
**COMPENSATION SCHEDULE**

Level	Years	2016-17	2017-18	2018-19	2019-20	2020-21*
1	1-2	\$1,524.94	\$1,555.44	\$1,555.44	\$1,586.55	\$1,586.55
2	3-4	\$2,033.28	\$2,073.95	\$2,073.95	\$2,115.42	\$2,115.42
3	5-6	\$2,541.57	\$2,592.40	\$2,592.40	\$2,644.25	\$2,644.25
4	7-8	\$3,304.04	\$3,370.12	\$3,370.12	\$3,437.52	\$3,437.52
5	9-10	\$3,812.38	\$3,888.63	\$3,888.63	\$3,966.40	\$3,966.40
6	11-12	\$4,320.72	\$4,407.13	\$4,407.13	\$4,495.28	\$4,495.28
7	13-14	\$4,828.99	\$4,925.57	\$4,925.57	\$5,024.08	\$5,024.08
8	15-16	\$5,083.19	\$5,184.85	\$5,184.85	\$5,288.55	\$5,288.55

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\* A 2% increase shall go into effect on July 1, 2021.

